

101st PSDR AAR

1. Purpose: Discussion and feedback from deployed theater experience on PSDR conducted 24 Jan, 0800-0930 with 101st AASLT G1, 101st SSB XO, and BCTs

2. Participants:

101st Lead: 101st G1

HRC lead: Concepts Development and Integration Division (CDID) Chief and SGM

101st Bde/Bn S1 Attendees: 101st ABN DVI G1, Dep G1, Plans and Ops G1, S1 101st Avn Bde, STB S1, SSB HHC CO.

HRC Attendees: The Adjutant General (TAG), CDID Military and Contract Personnel, Initiatives Section of PSSD, TAGD, and Deputy The Adjutant General (DTAG)

3. Teleconference Conduct:

a. Introductions, mission, guideline for discussion:

Introduce main participants on the VTC and in the room. Set the stage for the issues related to PSDR. AAR lead by 101st G1, and Chief CDID. Forum used to capture the big PSDR issues and comments with focus on systemically analyzing issues to work, resolve, and share. Any NON-PSDR issues raised will also be captured and passed to appropriate activities.

b. 101st G1 Comments: PSDR works well and can take care of anyone, anywhere but need to address the challenges. Need the HR companies to support due to the mix of transformed PSDR and legacy and components.

c. Slides/Subject Comments:

(1) Connectivity: G1 likes and wants more VSATs. **G1, HR Company, and STB need VSAT capability. Most valuable tool they have.** Need access to port 80 to get to Google, messages, documents, forms, and antivirus downloads for PCs connected to VSAT.

Course of Action - CDID lead address the feasibility with the VSAT PM

(2) Digital Senders: 101st wants Bdes to have 2 each and Bns to have 1 for stronger connectivity and reach back.

Course of Action – None. CD&ID already working this action.

(3) Increased automation: requires school training on multiple systems to get a good trained 42F/42A.

Course of Action – None. CD&ID, SSI and FDU already recognized need and are increasing Bdes to 2 x 42Fs and SSI training has already started.

- (4) Access to eMILPO/TOPMIS/TOPMIS II:** for associated units, others in the area, task organization support, ARNG, USAR need world wide access.

Course of Action – None. HRC already working/recommending at least 2 (WO and Sr NCO) at the G1 and BDE level receive “Go Army - All Army” access.

- (5) Promotions:** Semi-centralized being picked up on 1 Apr 06 on initial packets and will have all of it upon return. TAG asked question about missed promotions. G1 checked the audience and said no promotions missed due to the change over that they are aware of.

Course of Action - None

- (6) ID Card Operations:** Biggest issue due to connectivity, data to process, and encryption requirements being able to stay connected and time to issue cards. VSAT bandwidth causes interruption in data.

Course of Action – CD&ID get with G1 POC to determine options and DMDC upgrade plans

- (7) ID Card System Local Registration Authority (LRA):** should be extended due to deployment packing, transit, setups go past DMDC mandatory use at least once every 30 days or cause lockout. Associated, replacement card stock ordering not visible on automatic ordering due to time lapse while equipment is being shipped.

Course of Action – CD&ID get with G1 POC to determine if DMDC will allow process change process of how ordered and where restock cards are mailed (rear Det or direct to Theater address) and determine if adjustments can be made to the system automatic reordering process

- (8) Allow Bdes to provide CAC cards to civilians and contractors:**

Course of Action – CD&ID get with G1 POC to determine access and permission from DMDC.

- (9) ID Tag Machines:** 101st wants more down to battalion level.

Course of Action – None. CDID has submitted justification and requirements for them for funding, ordering, documenting for all Brigades and Battalions.

- (10) Records Management:** Digital signatures. DD Form 93, SGLV, ORB/ERB, etc.

Course of Action – CD&ID to look at assisting funding PSSD to get this accomplished in MY 93.

(11) Data Entry on TAPDB/eMILPO/TOPMIS and Data synchronization: Too many systems, not linked or interfaced, have to update same info multiple times.

Course of Action - They are right, answers: DIMHRS, integration layer being considered by PERSINS-D.

(12) S1 Manning: Various experience levels of 420A and NCOIC shows on the ground.

Course of Action – None. This will change over time as we implement PSDR and grow and train with operational experienced personnel leaders. CD&ID already assisting SSI in adjusting POIs for S1, on the systems equipment, etc. at all levels and into the OBC, CCC, WOBC, WOAC, and NCOES.

(13) Strength Management: S1s not trained and needs to be in the OBC, CCC, WO and NCOES.

Course of Action – Recognized and CD&ID will share the need with SSI for S1 Course and other professional development courses.

(14) Area Support (AOR) (101st SSB): How to cover down on units not PSDR'd until all are converted. Retain PSB assets to cover with FAST or other configurations.

Course of Action – Recognized and CD&ID will share the need with SSI for doctrine development currently being addressed in areas such as the STB support footprint, S1 training, and evolving doctrine.

(15) C2 of Postal, R5 and CLT: Need to make it clear who they work for and a challenge for a single commander (span). Traditional issue

Course of Action: None. Will share with SSI, but already being addressed through the new structure and doctrine rewrite.

d. TAG specific questions, PSDR and Non PSDR:

(1) Structure right? Answer: With 2 x 42Fs, it will be right.

(2) Training right? Answer: PSB folks needed more training in various areas and on how to set up, and hook up systems.

(3) Functions right? Answer: Area of responsibility support, losing soldiers (CLT or RTD related).

(4) Finance Support? Answer: No significant problems being reported and no issues getting LES from internet.

(5) Postal? Answer: Awesome, mail in less than 10 days from home station.

(6) G1 Strength, number, and do you have what's needed to cover down? Answer: Enough, they pulled from HR Ops Cell in Sustainment Bde. Recommend taking the cell and move on TOE to G1. HR Ops folks not being used except for Logistics purposes, not personnel planning, etc.

(7) Promotion System Changes: Is there any other way to do promotions. Skill Level 20 process is the one that always bubbles up in USR and other conversations.

(8) Awards/CAB: CAB for Battlefield distinction, get delegation to get recognition down to the Bde level (also mentions CIB). Processing average around 100 a day at G1. Disapprove very few, usually returned because not enough information.

101st G1 Closing Comments: MG Turner stated “this is the way to go, do not revert back”. Others still do not understand PSDR and revert to legacy methodology and structure references

DISCLAIMER: Any reference to names have been deleted for OPSEC reasons. Personnel are referred to only by their duty positions.